

North Carolina Department of Transportation  
Skill Based Pay Program  
Employee Skills Inventory Sheet

Traffic Services

Division:	
Unit:	
Subhead:	
Applicant/Employee:	
Social Security Number:	
15 Digit Position Number:	
5 Digit Position Number:	

1. Supervisor's Certification:

Code	Level I Skill Blocks		(✓)
1T1 3 of 4	1. Small Hand Tools	\$312	<input type="checkbox"/>
	2. Installation of Work Zone Traffic Control Devices		<input type="checkbox"/>
	3. Basic Two-Way Radio Communication		<input type="checkbox"/>
	4. Operates: (circle) chain saw or hand powered auger		<input type="checkbox"/>
1T2	Operate second piece category A equipment: _____	\$312	<input type="checkbox"/>
1T3	Operate Medium Dump Truck	\$416	<input type="checkbox"/>
1T4	Deleted		<input type="checkbox"/>
1T5	Commercial Drivers License	\$0	<input type="checkbox"/>
1T6	Lead Vehicle Driver for Pre-Line Operations w/Supervision by Mentor	\$624	<input type="checkbox"/>
1T7	Traffic Sign Layout and Fabrication w/Supervisor	\$624	<input type="checkbox"/>
1T8	IMAP Operations and Road Hazard Identification	\$416	<input type="checkbox"/>
1T9	IMAP Vehicle Maneuvering & Traffic Control	\$312	<input type="checkbox"/>
1T10	Basic Incident Response	\$624	<input type="checkbox"/>
1T11	Install and Maintain Signs w/Supervision	\$416	<input type="checkbox"/>
1T12	Operate third piece category A equipment: _____	\$312	<input type="checkbox"/>
1T13	Conduct Flagging Operation	\$208	<input type="checkbox"/>
1T14	Install and Maintain Special Pavement Markings w/Supervision	\$416	<input type="checkbox"/>
1T15	Operate fourth piece of category A equipment _____	\$312	<input type="checkbox"/>
1T16	Securing and Hauling Loads	\$312	<input type="checkbox"/>

Code	Level II Skill Blocks		(✓)
2T1	Operate one piece category B equipment: _____	\$624	<input type="checkbox"/>
2T2	Fundamentals of Prelining w/Supervision	\$624	<input type="checkbox"/>
2T3	Maintain Sign Inventory w/Supervision by Mentor	\$416	<input type="checkbox"/>
2T4	Install and Maintain Signs	\$624	<input type="checkbox"/>
2T5	Deleted		<input type="checkbox"/>
2T6	Lead Worker on Special Marking Crew w/Supervision	\$624	<input type="checkbox"/>
2T7	Lead Worker Installing Pavement Markers w/Supervision by Mentor	\$624	<input type="checkbox"/>
2T8	Operate Centerline Paint Gun (category B equipment)	\$624	<input type="checkbox"/>
2T9	Snow and Ice Control	\$312	<input type="checkbox"/>
2T10	Supervision of Inmates	\$312	<input type="checkbox"/>
2T11	HazMat Spill Response	\$416	<input type="checkbox"/>
2T12	Deploy and Activate Portable Changeable Message Sign (CMS)	\$312	<input type="checkbox"/>
2T13	Lead Worker on Incident Response Crew w/Supervision by Mentor	\$624	<input type="checkbox"/>

2T14	Disassemble, clean, and repair spray devices and component parts for pavement marking machines	\$614	<input type="checkbox"/>
2T15	Operate second piece of category B equipment _____	\$614	<input type="checkbox"/>

Code	Level III Skill Blocks		(✓)
3T1	Lead Worker on Two or More Traffic Crews in Different Functional Areas	\$1,040	<input type="checkbox"/>
3T2	Operate Paint Machine w/Supervision	\$1,040	<input type="checkbox"/>
3T3	Deleted		<input type="checkbox"/>
3T4	Deleted		<input type="checkbox"/>
3T5	Deleted – moved to 4T6		<input type="checkbox"/>
3T6	Deleted		<input type="checkbox"/>
3T7	IMSA Certification – Traffic Technician Level 1	\$520	<input type="checkbox"/>
3T8	Deleted – moved to 4T8		<input type="checkbox"/>
3T9	Sign Condition and Retroreflectivity Evaluation	\$520	<input type="checkbox"/>
3T10	Sign Design and Fabrication	\$624	<input type="checkbox"/>
3T11	Changeable Message Sign (CMS) Programming	\$520	<input type="checkbox"/>
3T12	Incident Scene Evaluation and Clearance w/Supervision	\$1,040	<input type="checkbox"/>
3T13	Lead Worker Supervising a Special Marking Crew	\$1,040	<input type="checkbox"/>
3T14	Lead Worker Supervising a Pre-Line and Establishing Passing Zone Crew	\$1,040	<input type="checkbox"/>
3T15	Basic Work Zone Safety	\$728	<input type="checkbox"/>

Code	Level IV Skill Blocks		(✓)
4T1	Read and Interpret Plans and Specifications	\$624	<input type="checkbox"/>
4T2	Inspection of Purchase Order and Division Contract Traffic Operations	\$728	<input type="checkbox"/>
4T3	Operate paint Machine w/o Supervision	\$1,040	<input type="checkbox"/>
4T4	Advanced Sign Design	\$1,040	<input type="checkbox"/>
4T5	Lead Worker Installing and Maintaining Type A & B Signs	\$832	<input type="checkbox"/>
4T6	Plan Development and Layout of Traffic Control in Work Zones	\$728	<input type="checkbox"/>
4T7	Instructor/Trainer for Equipment (OJT) and Field Technical Courses	\$520	<input type="checkbox"/>
4T8	IMSA Certification – Traffic Technician Level II	\$728	<input type="checkbox"/>
4T9	Operate Interstate Sign Truck	\$626	<input type="checkbox"/>

Code	Level V Skill Blocks		(✓)
5T2	Senior Lead Worker	\$1,040	<input type="checkbox"/>
5T3	Senior Instructor	\$832	<input type="checkbox"/>

2. Transportation Worker Level (check one):

<input type="checkbox"/>	HIRING RATE:	(\$22,067)	<input type="checkbox"/>	ENTRY Level 1:	(\$23,650)
<input type="checkbox"/>	INTERMEDIATE Level 2:	(\$26,053)	<input type="checkbox"/>	JOURNEY Level 3:	(\$28,456)
<input type="checkbox"/>	ADVANCED Level 4:	(\$30,859)	<input type="checkbox"/>	SPECIALIST Level 5:	(\$33,614)
<input type="checkbox"/>	MAXIMUM RATE:	(\$52,269)			

3. Salary Evaluation

Add Total Value of Skill Blocks (Section 1):	\$ _____
Base Rate (Section 2):	\$ _____
Maximum SBP Eligible Salary (Add Skill Blocks Plus Base Rate)	\$ _____
New Step	_____

Supervisor's Certification

Signature: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_

Division Engineer's (or designee) Certification

Signature: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_